



Subject: Human Rights Practices

According to the Human Rights Policy announcement, refer to Notice No. 002/2565. In order to comply with the policy, the Company would like to define the following roles, duties and human rights practices.

Roles and Responsibilities of the Executive Committee

- Establish human rights policies and practices, and ensure compliance with policies and practices to prevent human rights violations.
- Human rights agencies are required to represent the management in the implementation of human rights.
- Supervise the monitoring and assessment of risks and impacts on Human Rights Due Diligence.
- To consider the report on the implementation of human rights policies and practices, as well as the decision to provide advice and recommendations that are beneficial to the development and improvement of the work.

Roles and responsibilities of the agency responsible for human rights operations

- Comply with human rights policies and practices
- Communicate, understand and disseminate knowledge about human rights policies and practices to employees and stakeholders in the supply chain to ensure strict implementation.
- Improve human rights operations to be more effective.
- Conduct comprehensive human rights risk monitoring and assessment.
- Human Rights Performance Report to the executive director,

employees, stakeholders in the supply chain

- Understand and comply with human rights policies and practices
- Report or notify any suspicious incidents or allegations of human rights violations through the channels specified by the Company.

Guidelines

In order to ensure that all stakeholders in the supply chain are equally and fairly respected and protected by human rights, the Company has established human rights guidelines as follows:

1. Respect the human rights of all stakeholders in the supply chain, taking into account their inherent human dignity, fundamental rights and freedoms, and equality not to be discriminated against on grounds of ethnicity, religion, culture, customs, gender, language, age, color, race or any other status.
2. Manage, monitor and supervise the labor and employment of the Company, subsidiaries and suppliers in the supply chain in order to prevent the risk of human rights violations and to ensure compliance with legal provisions related to human rights both at home and abroad and in accordance with international human rights principles, including:
 - Universal Declaration of Human Rights
 - The United Nations Guiding Principles on Business and Human Rights
 - The International Labor Organization Declaration on Fundamental Principles and Rights at Work
 - International Covenant on Civil and Political Rights
 - International Covenant on Economic, Social and Cultural Rights
 - Convention on the Elimination of All Forms of Discrimination Against Women
 - International Convention on the Elimination of All Forms of Racial Discrimination
3. Encourage communication and dissemination of knowledge about human rights policies and practices to employees and stakeholders in the supply chain. Participate in implementing human rights guidelines by disseminating human rights policies and guidelines through the Company's communication channels such as electronic mail, the Company's website, the One Report and the Sustainability Report.
4. Treatment of Stakeholders
 - 4.1 Employees
 - To treat employees equitably and with fairness under the rules and regulations that apply to law and practice equally. Appropriate work skills training is provided to enable employees to fully demonstrate their potential in performing their work, as

well as to promote and support the exercise of the freedom of employees to collectively negotiate and comply with labor laws.

- Strictly comply with occupational health and safety laws and regulations. The occupational health and safety policy and working environment are frameworks or guidelines to reduce the risk of illness, injury or death from work. And the goal is to achieve zero downtime. In addition, employees are encouraged and supported to receive knowledge from occupational health and safety training.

4.2 Customers

- Ensuring that the Company operates its business responsibly, does not violate human rights, and does not seek profit only. Customers will receive good quality products with reasonable and fair prices, including taking into account the safety of consumers and the public towards the use of products. In addition, the Company also provides a channel for hearing opinions and complaints from customers on all related issues.
- Respect the privacy rights of customers when storing personal information with high quality and strict data leakage protection system, including personal protective equipment for customers to wear when they visit the factory.

4.3 Partners

- Promote the performance of business partners in accordance with legal provisions related to human rights both at home and abroad and in accordance with international human rights principles.
 - Encourage employees to gain knowledge from occupational health and safety training and strictly follow the safety manual.
5. Conduct a comprehensive review and assessment of the risks and impacts of human rights (Human Rights Due Diligence) This is the process of evaluating the human rights impacts that may arise from the business operations as well as integrating measures to respect and prevent impacts at all stages of the business operations within the company. With continuous monitoring and reporting, the company must review the human rights operational situation in order to identify human rights risks and impacts on

the company. Stakeholders are ready. Define guidelines, and measures to manage risks and human rights impacts that may arise from business operations. And all agencies involved in the Company's business activities are responsible for overseeing, managing, monitoring and identifying the impact of potential human rights risks, especially in the field of employment, through the process of monitoring and assessing risks of human rights impacts all-around. On the part of human rights issues that have the audit process will include forced labor, child labor, human trafficking, the right to unionization and negotiation, freedom of association, equal compensation, discrimination, migration, etc.

6. Regularly monitor human rights respect and provide a channel for whistleblowing or complaints. If there is an incident or action that violates human rights related to the Company, subsidiaries or business partners, the Company will cooperate in the investigation, fairness and protection of the person who complains about human rights violations under the measures to protect the complainant or the person who cooperates in the reporting of human rights violations.
7. Appoint the fact-finding committee to consider the offense against persons who have committed human rights violations in a transparent and fair manner. If fully investigated, persons who have committed human rights violations will be punished according to the Company's rules and regulations. In the event that such acts are illegal, they will be prosecuted according to the law.
8. When human rights are affected by business operations, the affected person has access to remedies, including judicial mechanisms or other mechanisms such as mediation and negotiation. The Company cooperates or provides a remedy mechanism that takes into account the legitimacy, accessibility, fairness, transparency and conformity with human rights principles.